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Jinichi Konishi Will Discuss, Recite Japanese Songs April 13

Master Seminar to Be Held April 15

Jinichi Konishi, professor emeritus of Japanese literature, University of Tsukuba, Japan, will present a public lecture and performance relating to "Japanese Traditional Songs" in the Library's Coolidge Auditorium at 8 p.m. on Wednesday, April 13. He will lecture on and recite Japanese traditional songs from the *nō, kabuki,* and *bunraku* repertories. He has himself been trained in the *Kanze* school of *nō* and will provide recitations from *jōruri, nagauta, yōkyoku,* and other traditional song forms. The event, jointly sponsored by the Japan Foundation and the Library of Congress Council of Scholars in cooperation with the University of Maryland Committee on East Asian Studies, is open to the public. No tickets are required.

Professor Konishi also will lead a master seminar on "The Impact of Zen Buddhism on Bashō" in the Wilson Room on Friday, April 15, at 3 p.m. The subject of the seminar, the attendance at which will be by invitation, will be presented in the context of a five-volume history of Japanese literature which he is currently preparing for publication by the Princeton University Press.

Professor Konishi, born in 1915 in Mie Prefecture, Japan, was graduated from the Department of Japanese Literature at the former Tokyo Bunrika Daigaku now named the Tokyo Kyōiku Daigaku (Tokyo University of Education) in 1940. He continued his studies at the university and in 1951 received a Japan Academy Award for his work, *Bunkyō hifuron kō* (A Study of Kūkai's Work on Chinese Poetics and Literary Criticism). He became professor of Japanese literature at the Tokyo University of Education and later at the University of Tsukuba, where he is now serving as professor emeritus and vice president of the university.

During his tenure at the Tokyo University of Education and at the University of Tsukuba, he was a visiting professor of Japanese literature at Stanford University in 1957–58 and at the University of

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Hawaii in 1967. He toured the United States in 1981 as a member of the traveling seminar of scholars sponsored jointly by the Japan-United States Friendship Commission and the Japan Foundation. In 1982, he was selected as a member of the Library of Congress Council of Scholars and will be serving the second half of his term beginning April 1983 (see the LC *Information Bulletin* for April 2, 1982, p. 102). He is the author of numerous books and of articles published in scholarly journals in Japan.

The purpose of the Council of Scholars is to examine the state of knowledge in various disciplines and explore the extent to which the Library's collections effectively support active research in these areas.

Yefim Bronfman Will Perform With Juilliard on April 7–8

Pianist Yefim Bronfman will perform with the Juilliard String Quartet in two concerts of the same music, on Thursday and on Friday evening, April 7 and 8, at 8 p.m. The members of the Quartet—violinists Robert Mann and Earl Carlyss, violist Samuel Rhodes, and cellist Joel Krosnick—will play Henry Cowell's one-movement Quartet No. 2, after which Mr. Bronfman and Mr. Carlyss will play the Sonata in A major for violin and piano by César Franck. The Piano Quartet in A major, Op. 26 of Johannes Brahms, will close the program.

Born in the Soviet Union in 1958, Yefim Bronfman studied piano with his mother until the family emigrated to Israel in 1973, where he enrolled in the Rubin Music Academy of Tel Aviv University. He made his North American debut in 1975 with the Montreal Symphony under Zubin Mehta and returned in 1976 to tour with the Israel Philharmonic under Mehta and Leonard Bernstein. The America-Israel Cultural Foundation subsequently granted him a fellowship enabling him to participate in the 1976 Marlboro Festival and to study at the Curtis Institute and the Juilliard School, where he was a student until 1982. Mr. Bronfman has appeared with many distinguished symphony orchestras, including the New York Philharmonic, the Philadelphia Orchestra, and the English Chamber Orchestra, and has participated in the Mostly Mozart Festival and the Spoleto Festival. In the 1981–82 season, Mr. Bronfman appeared for the first time with the National Symphony Orchestra and with the Dallas Symphony, gave a highly acclaimed debut recital in New York, and made tours of Europe and South America.

The concerts on April 7 and 8 will be sponsored by the Gertrude Clarke Whittall Foundation. Tickets will be distributed at the Washington Performing Arts Society box office, 1330 G St. N.W. (Jordan-Kitt's), beginning at 8:30 a.m. on Monday, April 4. Two tickets will be distributed to an individual, with a 25-cent service charge on each ticket. Phone orders may be placed by calling 393–4463. Mail orders are not accepted.

The concert on Friday evening will be broadcast live over radio station WETA–FM and made available to stations in other cities by the Public Radio Cooperative, under the auspices of the Katie and Walter Louchheim Fund in the Library of Congress.

Library Publishes Catalog On the American Cowboy

The American Cowboy, a catalog to accompany an exhibition of the same title that opened at the Library of Congress on March 26, offers a colorful and in-depth look at a uniquely American phenomenon. Made possible by United Technologies Corporation, which also funded the exhibition, the 228-page, paperbound catalog traces the cowboy from his origins as a migrant agricultural worker of the 19th century to his status as an international mythical hero of today.

The American Cowboy contains 300 illustrations, half of them in duotone and half in full color. Illustrated are documentary photographs (as well as some staged ones) of cowboy life from the 1880s and from the 1940s and 1970s. Paintings, watercolors, sketches, prints, and bronzes by several artists, including Frederic Remington, Charles M. Russell, and N. C. Wyeth, reveal the creative treatment of the cowboy. Also pictured are artifacts from 19th-century cowboy life, such as riding gear, brand

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books, early barbed wire, a chuck box, and branding irons, and from contemporary ranching. An array of objects from the 20th-century commercial exploitation of the cowboy myth and several contemporary works of folk art, such as two pairs of colorful ceramic cowboy boots, round out the three-dimensional items in the catalog.

The cowboy image is utilized in many other ways that appear in the catalog—on sheet music, in movie stills and posters, on theater bills, in dime novels and popular magazines, and in advertising art. The cowboy as he appeared in the printed word is represented by numerous book covers for works such as Charles A. Siringo's *A Texas Cow Boy* and Owen Wister's *The Virginian* and by portions of the manuscript of Wister's novel, which is in the collections of the Library of Congress. The cowboy also appears in illustrations from wild west shows, rodeos, and dude ranching. Two sections of the catalog are devoted to Will Rogers and Theodore Roosevelt.

THE VICTOR'S PRIZE

The years from 1880 to 1910 were the golden age of the cowboy in romantic illustration and fiction. The romantic image of the cowboy first appeared in popular magazines in the early 1880s drawn by two Harper's artists. This illustration entitled "The Victor's Prize" by Guy Eurnge (dates unknown), which is in the same genre, was published as a color offset in 1905 by the Metropolitan Printing Co.

Foreign service officer Frank Lancetti will give a slide lecture on "Costantino Brumidi and Other Italian Artists in the U.S. Capitol" on Wednesday, April 6, at 7:30 p.m. in the Wilson Room. The European Division is sponsoring the lecture in cooperation with the Manuscript Society of the greater Washington area.

The Manuscript Division will sponsor a lecture by Kenneth Rendell, manuscript dealer, on Thursday, April 14, at 1 p.m. in the Mumford Room (LM 649). Mr. Rendell will speak on detecting fakes and forgeries in manuscripts and will open the discussion to the audience. Interested persons are invited to attend.

The catalog is divided into three general sections: "The Real Live Cowboy," "The Cowboy Hero," and "Meanwhile, Back at the Ranch." The first and last sections provide a documentary frame of reference for part two, utilizing primarily photographs and artifacts to bring alive the life and times of the cowboy. The second section explores the cowboy hero in his many manifestations—the romantic image, in the printed word, on stage, in music by and about him, in motion pictures, and in advertising.

Four essays divide the sections of the catalog: "The Open-Range Cowboy of the Nineteenth Century" by Lonn Taylor, deputy director for collections and research, Museum of New Mexico, Santa Fe; "The Cowboy Hero: An American Myth Examined," also by Mr. Taylor; "Modern Cowboy Life on the Texas Plains" by B. Byron Price, director of the Panhandle-Plains Historical Museum, Canyon, Tex.; and a dialogue entitled "Bubba and Virgil: Cowboys Again!" by free-lance writer Dave Hickey, a former editor of *Art in America*.

The catalog also includes a list of lenders to the exhibition, a checklist of exhibition items not illustrated, a bibliography and an index.

The authors of the catalog are Lonn Taylor and Ingrid M. Maar, Library of Congress, who together are also the curators of the exhibition. The catalog was designed by Derek Birdsall of Birdsall & Co., London, and includes a foreword by Librarian of Congress Daniel J. Boorstin and by Harry J. Gray, chairman and chief executive officer of United Technologies. The introduction was written by Royal B. Hassrick, a former Colorado rancher and the author of a number of works on cowboy and western art.

The catalog editor is Evelyn Sinclair of the Library of Congress Publishing Office, and it was printed by Garamond Pridemark of Baltimore, Md.

The American Cowboy is for sale for $18.95 in the Library's sales shops in the Jefferson and Madison Buildings. It can be ordered by mail, for $2 additional for postage and handling, from the Library of Congress, Information Office, Box A, Washington, D.C. 20540.

A hardcover edition of the catalog will be published in the fall by Harper & Row and will sell for approximately $50.

Library Visitors during February

From Abroad

Australia—Paul Dibb, senior research fellow, Department of International Relations, Research School of Pacific Studies, Australian National University, Canberra.

Bangladesh—Anwar Hossain, editor, *Ittefaq*, Dacca.

Brazil—Eurico De Lima Figueiredo, assistant professor of political science, Federal Fluminese University, Rio de Janeiro; Henrique Gandelman, legal counsel to the Biblioteca Nacional and the *Jornal do Brasil*, Rio de Janeiro.

Burundi—Emile Mworoha, president of the National Assembly, and Arthemon Mvuyekure, member of the National Assembly, Bujumbura.

Denmark—Mimi Stilling Jakobsen, minister of cultural affairs, Copenhagen.

France—Clare Clouzot, film director, Paris.

Ireland—H. E. Tadhg F. O'Sullivan, Ambassador of Ireland to the United States.

Malaysia—Mohamed Ariff, dean, Faculty of Economics and Administration, University of Malaya, Kuala Lumpur.

Morocco—Biadi-Llah, member of Parliament, and Bel Haj, government minister in charge of relations with Parliament, Rabat.

Nigeria—Ibrahim Haruna, chair, Board of Directors, Nigerian Institute of International Affairs, Kaduna.

Pakistan—A. T. Chaudri, columnist of *Dawn*, Lahore.

Poland—Jadwiga Krajewska, vice director of the Scientific Information Center of the University of Warsaw.

Sweden—Elisabet Ingvar, head librarian, public library of Lund.

Thailand—H. E. Prok Amaranand, Ambassador of Thailand to the United States.

Turkey—Ersin Onulduran, assistant professor of international relations, Ankara University, Ankara.

U.S.S.R.—Vladimir Kolybanov, associate professor in economics, Institute of Social and Economic Problems, Academy of Sciences, Kiev; Vitalina Koval, researcher, Academy of Sciences, Institute of International Labor Studies, Moscow; Igor Yanchuk, research fellow, Institute of General History of the U.S.S.R., Academy of Sciences, Moscow.

United Kingdom—Anthony Evans, university librarian, Gelman Library, Loughborough University of Technology, Loughborough.

Yugoslavia—Rudolf Bruci, artistic director, Music Center of Vojvodina, and professor, Art Academy, Department of Composition and Orchestration, Novi Sad.

Taiwan—Lan-Seng Fang, director, Ming-Chuan College Library, Taipai.

From the United States

Charles A. Bowsher, comptroller general, U.S. General Accounting Office, Washington, D.C.

Valerie Fashion and Harriet Foster, librarians, Army Headquarters Training and Doctrine Command, Ft. Monroe, Va.

Sara Hawkins, service wide records officer, and Jeanita Pressley, Washington records officer, U.S. Park Service, Washington, D.C.

William Styron, author, Roxbury, Conn.

Barbara Tillett, head, Technical Services, Scripps Institution of Oceanography Library, University of California, San Diego.

David Zinman, conductor, Rochester Symphony, Rochester, N.Y.

A Few of the Visitors Expected in April

Mt. Holyoke College Alumni in Washington, D.C.

Catholic University of America, School of Library and Information Science, Washington, D.C.

K. Lin, director, Comprehensive Research Department, Institute of World Economy and Politics, National Academy of Sciences, Peoples Republic of China.

Jan Hagerlid, assistant librarian, Uppsala University Library, Sweden.

STAFF NEWS

Ernest C. Barker Dies

Chief Internal Auditor since 1960

Ernest C. Barker, the Library's chief internal auditor, died at his home in Washington, D.C., on March 10. He was 69 years old.

Born in Mendota, Va., Mr. Barker received a B.C.S. degree in 1937 from the Strayer College of Accounting in Washington, D.C., attended the University of Pennsylvania and Columbia University, and received the B.S. and M.B.A. degrees in business administration from the American University in 1954 and 1958, respectively. He became a certified public accountant in 1942 and spent three-and-a-half years in the Army Air Force during World War II. He served as a ruling elder at the Presbyterian Church of the Pilgrims, and was a master mason of Naval Lodge No. 4 and a past grand commander of the Knights Templar, all of Washington, D.C.

When he came to the Library of Congress in 1957 as an audit officer, Mr. Barker brought experience in audit work acquired in several Government agencies, among them the Bureau of Engraving and Printing and the Departments of Agriculture, the Interior, and the Treasury. At the Library, he prepared or supervised in the preparation of many major audit reports, some of which required continuing review and reporting. He became chief of the internal audit staff in 1960.

He is survived by a brother, Sam, of Elizabethton, Tenn., two sisters, Evalyn Brower and Alice Barker, of Bristol, Va., a nephew, Richard, and a niece, Debra Alexander, both of Elizabethton.

Knights Templar and Blue Lodge Masonic services were held on March 11 at the DeVol Funeral Home. Funeral services were held at the Church of the Pilgrims on March 12, with burial at Mt. View Cemetery in Bristol, Va.

Ralph Reinhart Retires

Ralph A. Reinhart, a catalog-filer in the Filing Section of the Catalog Management and Publication Division, retired on January 28 after 36 years of Federal service, 30 of which were spent at the Library.

A native of Washington, D.C., Mr. Reinhart began his Federal service during World War II when he served for six years with the U.S. Navy. During this time he saw sea duty aboard the U.S.S. *Hamul*. After the war, he returned to Washington, where he joined the Library's former Card Division in 1949 as an arranger. During his tenure with the Card Division, he received subsequent promotions to more responsible positions.

Because of a reduction-in-force, Mr. Reinhart was transferred to the Catalog Management Division in 1974, which merged in 1982 to become the Catalog Management and Publication Division. A luncheon was given for Mr. Reinhart on January 27 in the Jefferson Building by his many friends and coworkers.

Barbara Foley Earns 25-Year Pin

On January 28, Associate Register of Copyrights Michael R. Pew presented Barbara Foley, correspondence and information assistant in the Reference and Bibliography Section, Information and Reference Division, a 25-year Federal Service Award pin. All of Ms. Foley's Federal service, except for five years with the Federal Bureau of Investigation, has been with the Copyright Office.

Ms. Foley was employed by the Copyright Office in 1963 as a senior accounting clerk in the Acquisitions and Processing Division. She worked in the Master Index Unit and the Certification and Documents Sections, before going to work in the Reference and Bibliography Section,

In 1982, she was the recipient of an individual and group Meritorious Service Award.

Dorothy Harden Presented 25-Year Pin

Dorothy Harden, head of the Accounting and Records Section, Licensing Division, was presented a 25-year Federal Service Award pin by Michael R. Pew on January 21. All of Ms. Harden's Federal service has been with the Copyright Office.

Ms. Harden came to the Copyright Office in 1957 as a clerk-typist in the former Cumulative Section of the Cataloging Division. She held increasingly responsible positions in the section and was supervisory clerk of the former Composing Unit, Editing and Publishing Section, Cataloging Division, until 1975. At that time she became supervisor of the Accounting Unit, Fiscal Control Section, Acquisitions and Processing Division.

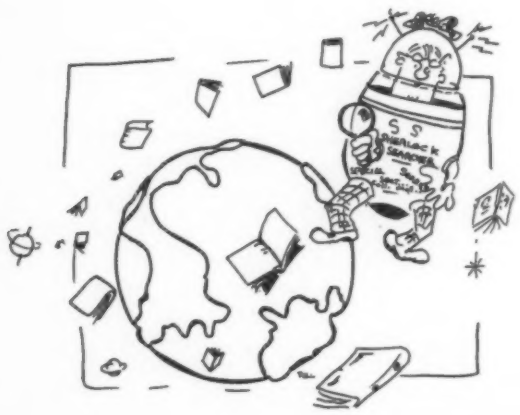
In 1980, Ms. Harden was promoted to head of Accounting and Records Section, Licensing Division. She was the recipient of a Meritorious Service Award in 1982.

Sherlock Searcher, Lost in Space

Sherlock has a new theory to account for the books that are not in their places on the shelves and not charged in the Central Charge File. He thinks they may be in geosynchronous orbit high above the Library of Congress, and thus a hazard to satelite traffic and upward mobility. If anyone knows differently for any of those listed here, kindly correct him at his Mission Control Center in Collections Management Division, ext. 77427, or stop by his launch pad in Alcove 7, Main Reading Room. He will be grateful for your assistance.

- Buscaglia, Leo F.
  Love. 1972 BD436.B87

- California. University. University at Los Angeles. African Studies Center.
  Urbanization and Migration in West Africa. 1965. HB2331.C33



- Crockett, Thomas.
  Facts and Fun: The Historical Outlines of Tangier Island, from 1666 to 1890. . . . 1891. F232.T16C9

- Hicks, John Richard.
  A Revision of Demand Theory. 1956. HB201.H63

- Pascal, Anthony H.
  Racial Discrimination in Economic Life. 1972. HD4903.5.U58P36

- *Portrait and Biographical Record of Auglaize, Logan and Shelby Counties, Ohio.* 1892. F497.A15P6

- Selznick, Philip.
  Leadership in Administration: A Sociological Interpretation. 1957. HD31.S37

- Spalding, Hobart.
  Organized Labor in Latin America: Historical Case Studies of Workers in Dependent Societies. 1977. HD6530.5.S67 1977

- Uya, Okon Edet.
  Black Brotherhood: Afro-Americans and Africa. 1970. E185.U95

- Young, Alexander K.
  The Sogo Shosha: Japan's Multinational Trading Companies. 1979. HD2756.2.J3Y68

Upcoming Training Courses

The Staff Training and Development Office is offering several courses over the coming weeks. Among them will be the following:

Course Title	*Dates*	*Nomination Deadline*
Career Development: Seminar	4/21	N/A
Career Development: Workshop	4/28	N/A
Basic Manual Communication	5/2–6/13	4/11
New Staff Orientation	5/12	N/A
Increasing Office Productivity through Individual Leadership	5/17–18	4/25
Planning & Leading Meetings	5/23–27	5/2
Career Development: Seminar	5/26	5/2

Announcements

The speaker for a **Library of Congress Health Forum** to be held on Tuesday, April 19, will be Philip Cohen, associate professor of medicine, Division of Hematology/Oncology, George Washington University Medical Center. Dr. Cohen will discuss "Cancer Myths and Realities" in a program that will begin at 2 p.m. in the Mumford Room (LM 649). The 30-minute talk will be followed by a question-and-answer period.

The **Scholars Committee** will hold a colloquium on "Private Propaganda" at 2:30 p.m. on April 19 in the Wilson Room, Jefferson Building. The speaker will be Holly Cowan Shulman, who will examine the creation of the Voice of America in mid-1941. Before that time, the only U.S. overseas radio programs were by private broadcasters. Michael Schneider, domestic policy advisor to the U.S. Information Agency, will be the commentator. All interested persons are welcome to attend the colloquium. Sessions usually last about an hour, including both presentation and discussion.

Personnel Changes

Appointments: Nina Beard, clerk-typist, GS–1, Cop Inf & Ref, NP; Mary Bernheisel, senior programmer, GS–12, User Applications Office, ASO, 20741; George Black, bindery repair assistant, XL–4, Preserv, 20760; Carol Corrigan, research analyst, GS–9, FRD, 10131; Gabriele Michelman, bibliographic and binding control assistant, GS–4, Preserv, 20782; Illona Nichels, analyst in American national government, GS–9, CRS G, 20691; Valarie Wright, secretary to the assistant chief, GS–6, CRS C, 20770.

Temporary Appointments: Stephanie Alfeld, assistant specialist in automation resources, GS–4, CRS AIS, NP; Donna Overton, library aid, GS–1, NL/BPH, NP.

Reappointment: Alan Linden, systems analyst, GS–13, CRS AIS, 20790.

Temporary Appointments: Kimberly Caswell, library technician, GT–5, Hisp, NP; Emery Lewis, library technician, Mus, NP.

Promotion: Daniel Gold, to computer systems analyst, GS–9, NLS/BPH, 20840.

Resignations: Tammy Cager, Inf; Gwenda Eagleston, CS; Timothy Monn, FRD; John Perkins, User Applications Office, ASO.

Correction: The name of Darlene A. Basch, whose appointment to the Library staff was announced in this column in the March 7 LC *Information Bulletin*, was incorrectly given. The editor regrets the error.

Staff Activities

Harry C. Farmer, electronics engineer in the Protective Services Section of the Buildings Management Division, has accepted an invitation to serve on the American Society for Industrial Security (ASIS) Standing Committee for Museum, Library and Archive Security. The 10-member committee, chaired by Burt Rinehart, chief of the Smithsonian's Security Systems Division, is responsible for the establishment and administration of goals for security professionals and nonprofessionals nationwide. The committee's targeted goals for 1983 include establishing subcommittees in various regions of the country by publishing a newsletter and developing a program of regional one-day seminars, increasing the qualifications and credentials of security professionals by encouraging more of them to join ASIS, developing a program to encourage colleges and universities to include instruction in institution protection to security students, and publishing one paper on institution security. Mr. Farmer officially accepted his membership on February 17.

Dolores M. Martin, editor of the *Handbook of Latin American Studies* and a member of the Advisory Board of National Public Radio's Latin American Literature Series, attended a full-day meeting of the board held in Washington's NPR offices on January 17. A reception for board members, sponsored by NPR, was held in the Library of Congress Hispanic Division on the evening of January 16.

On February 14 Ms. Martin visited the offices of *Nimrod*, a publication of the Tulsa Arts Council, where she consulted with the staff on a forthcoming issue on Latin American literature in translation. On February 16–19, she served as cochair with John Finan of American University at the 28th Student Council for National Affairs on the topic, "The Latin Americas: Challenges and Alternatives." The council took place at Texas A&M University in Bryan.

Robert W. Schaaf, senior specialist in United Nations and international documents, Serial and Government Publications Division, was the guest lecturer on March 1 at one of the six sessions of a course on "Publications and Documents of International Governmental Organizations," conducted under the auspices of the University of Toronto faculty of library and information science by Peter Hajnal, head of the government publications section of the university's Robarts Library. The title of the presentation was "Resources for the Study of International Organizations in the Library of Congress and in Other Washington Agencies."

Mr. Schaaf is also the author of a paper on "International Documents: Serving Users' Needs," originally prepared for the Second World Symposium on International Documentation, Brussels, 1980, and just published in the symposium proceedings, *International Documents for the 80's: Their Role and Use* (Pleasantville, N.Y., UNIFO Publishers).

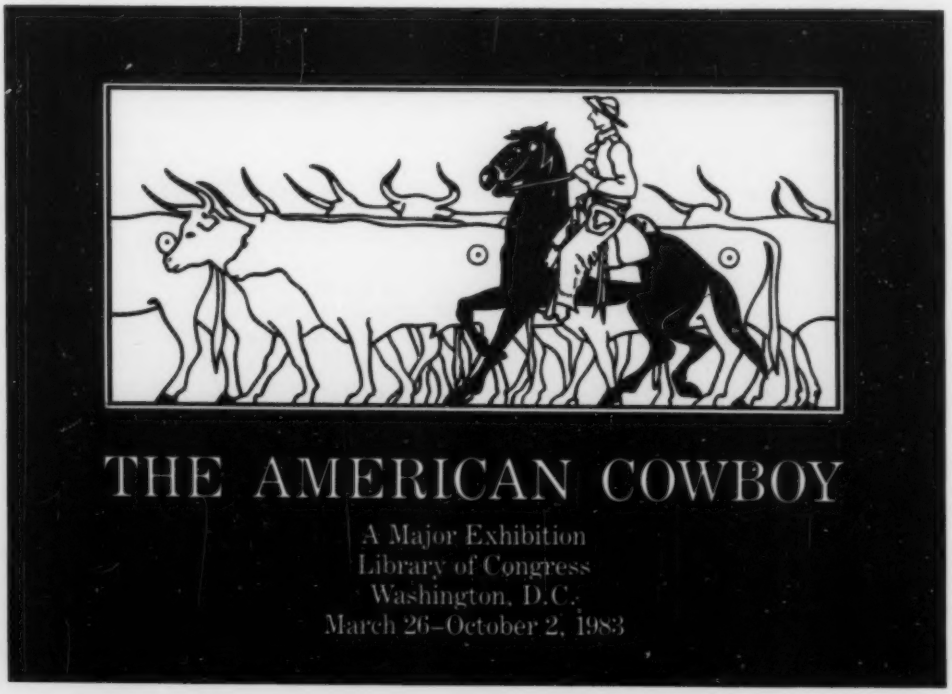
Wendy White, Michael Godwin, and **Harriet Harrison** of the Motion Picture, Broadcasting and Recorded Sound Division, and **Stephen Paul Davis** of the Network Development Office, participated in a planning meeting for a national archival film network at the Museum of Modern Art in New York on February 22 and 23. The chief goal of the meeting was to lay the groundwork for the development of a national system for sharing cataloging, holdings, and preservation information among film archives in the United States. Also attending the meeting were representatives from the American Film Institute, George Eastman House, the Museum of Modern Art, and the University of California at Los Angeles Film and Television Archives, as well as a number of computer consultants. Besides proposing several strategies for proceeding with necessary planning and analysis, the group agreed in principle that the network would follow standards already in existence or under development, specifically, the minimum data standard approved at the Second Film and Television Archival Cataloging and Documentation Meeting (1981), the MARC Films Format, and the AACR 2 interpretive manual currently being prepared at the Library of Congress. A detailed report of the meeting is being prepared for submission to the National Endowment for the Arts.

Birth Announcements

Mr. and Mrs. Kamel Gab-Allah are the parents of a son, Hafez, born on January 25 at Georgetown University Hospital. Mr. Gab-Allah is a descriptive cataloger in English Language Section 6 of the Descriptive Cataloging Division.

Mary Berghaus Levering and Robert Levering are the parents of a son, Jonathan Brantner O'Neill Levering, born on March 1. Mrs. Levering is the chief of the Network Division in the National Library Service for the Blind and Physically Handicapped, and Mr. Levering, an attorney, is the director of Government/Consumer Affairs for the Direct Selling Association.

Paul and Mary Sifton became the parents of a son, Ivan Paul, born on March 4 at the Columbia Hospital for Women. Mrs. Sifton is a senior cataloger in the French Section, Shared Cataloging Division. Mr. Sifton is the specialist in early American history, Manuscript Division.



APPENDIX

Study of Part-Time Employment At the Library of Congress, 1975–1981

According to a study recently conducted by the Women's Program Office, opportunities have improved for permanent part-time employment at the Library of Congress over the past seven years, particularly for women. This analysis was undertaken to assess the impact of a policy adopted by the Library in 1977, which was designed to encourage increased opportunities for part-time employment. The policy had been recommended by the Women's Program Office. It became possible to conduct a study of *permanent* part-time staff only recently, after computer programs developed to carry out the Workforce Utilization Analysis provided statistical information about consistent staff member populations as of October 1, beginning with 1975.

For the purposes of the study, a part-time staff member is defined as one whose work schedule consists of fewer than 40 hours per week on a permanent basis, whether the staff member works a short work day or work week, or participates in a job-sharing arrangement. It excludes temporary part-time staff, such as those involved in work-study assignments. The analysis covers GS and GT staff only and does not include statutory positions, special police officers, or wage board staff.

Some of the figures given are percentages or averages, which have limited meaning in that they provide only a general picture rather than all of the many variations one may find in certain units, sections, divisions, or job series. Moreover, the numbers of people in permanent part-time positions are relatively small, and when a small group is involved, a large change in average or percentage will be brought about by the addition or loss of only a few people. Thus, the following conclusions should be reviewed with these limitations in mind.

Three Percent of Workforce Are Permanent Part-Timers

According to the study, the part-time staff constitutes about three percent of the Library's permanent workforce. This proportion has remained about the same since 1975, as Table 1 indicates; however, there has been growth in this sector compared with full-time staff, which is not at first apparent. Between 1975 and 1981, the number of part-timers grew by 20 percent, from 115 to 138. By comparison, the number of full-time employees, the much larger portion of the workforce, increased by a total of six percent during the same period of time, from 3,966 to 4,195. Differences in the cumulative growth rates for each sector are displayed in Figure 1.

Part-Timers Are Primarily Women in Mid-Level Positions

The large majority of part-timers today are women in mid-level (GS/GT–9 through 12) positions. This profile has changed considerably since 1975. There were almost equal numbers of female and male part-timers in 1975, that is, 56 men and 59 women. During the next seven years, the number of women increased to 106 in 1981, while the number of men decreased to 32. The difference between the numbers of men and women in part-time jobs increased during the period until, in 1981, more than three times as many women as men were employed as part-timers. Thus, if part-timer positions are created primarily by request for changes in work schedule, the statistics show that an increasing number of women (particularly white, mid-level women) and a decreasing number of men have turned to part-time employment during the period studied. Permanent part-time staff became not only increasingly female but also increasingly white—the number of white part-time staff rose from 61 in 1975 to 103 in 1981, or an increase of nearly 70 percent, while the proportion of blacks in the part-time workforce declined.

TABLE 1

Number of Permanent Part-Time and Full-Time Employees at the Library of Congress, 1975–81

(GS/GT)	1975	1976	1977	1978	1979	1980	1981
Permanent Full-Time	3,966	4,182	4,341	4,382	4,391	4,347	4,195
Permanent Part-Time	115	129	124	133	149	139	138
Total	4,081	4,311	4,465	4,515	4,540	4,486	4,333
Percent Part-Time	.028	.029	.027	.029	.032	.030	.031

At the same time that the racial and sexual composition of part-timers changed, the grade status changed, both in terms of average grades and of the distribution of part-timers in grade groups. The average (GS or GT) grade of part-timers rose from 6.01 in 1975 to 8.70 in 1981, an increase of nearly three grade levels. In contrast, the average grade of full-time staff on the Library's staff rose from 8.60 in 1975 to 9.46 in 1981, an improvement of one grade level. As a result, the grade difference that existed between part-time and full-time employees narrowed from a differential in 1975 of about three grades to one in 1981 of less than one grade.

In addition, the distribution of part-time staff in various grade groups shifted dramatically during the seven-year period. The majority of part-time staff in 1975 and 1976 held jobs in the lowest grade group (GS/GT 1 through 4). The trend toward higher grade levels showed up in 1977 and continued until, in 1981, the majority of part-time staff held jobs in the mid-level grade group (GS/GT 9 through 12), reversing the situation which had existed seven years earlier (see Figure 4). In terms of numbers, part-time staff in grades one through four decreased from 61 in 1975 to 23 in 1981, in grades five through eight they increased moderately from 26 to 39, and in grades nine through twelve they rose from 21 to 63. At the same time, the number of part-timers in senior level positions (13 and above) increased from 7 to 13.

Part-Timer Staff Concentrated in 1410 and 1411 Job Series

Most part-time staff hold positions either as librarians (1410 job series) or as library technicians (1411 job series). The number of part-time librarians increased from 14 to 35 over the seven-year period studied, 150 percent, and the number of part-time library technicians decreased from 69 to 39. This reflects the situation in these job series within the Library as a whole, with the number of full-time librarians increasing from 961 to 1,050 and the number of full-time library technicians decreasing from 1,060 to 977.

Opportunities also increased for part-timers in several other job series, including the 1210, copyright specialist, series where the number of part-time jobs grew from three to eight; 301, general clerical and assistance, series where the increase was from six to 13; and the 101, social science analyst, series which expanded from two to seven part-time jobs.

The Office of Personnel Management and Equal Employment Opportunity Commission have assigned job series to so called "PATCO categories." That is, all series are assigned to one of the following designations: professional, administrative, technical, clerical,

FIGURE 1

CUMULATIVE GROWTH RATES FOR PERMANENT PART-TIME AND FULL-TIME EMPLOYEES 1975-1981

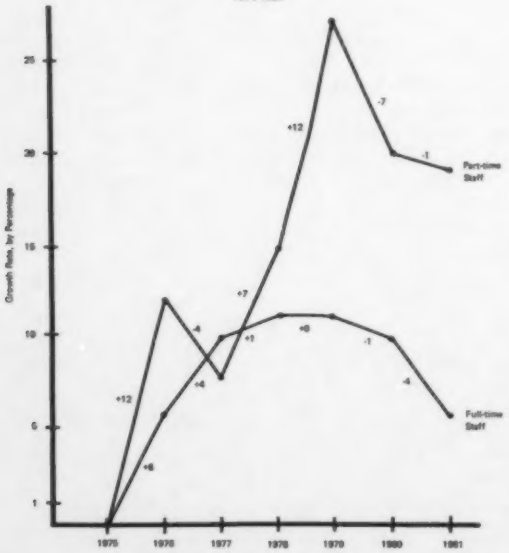


FIGURE 2

PERCENTAGE OF WOMEN IN THE PART-TIME AND FULL-TIME WORKFORCE SECTORS 1975-1981

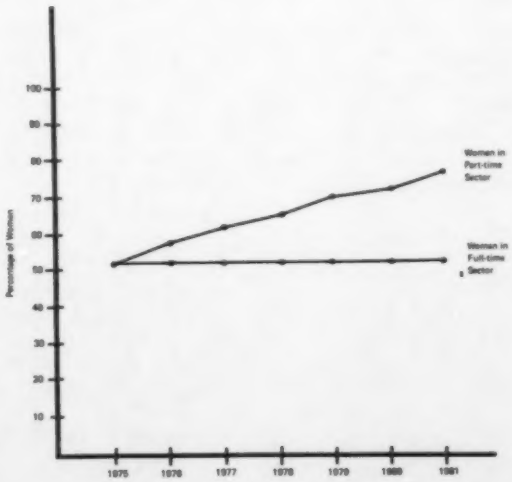
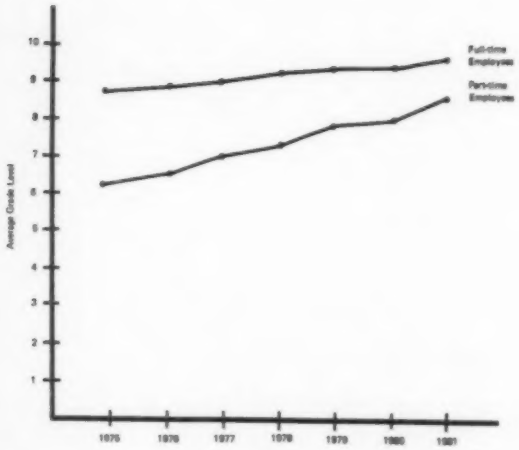


FIGURE 3

AVERAGE GRADE LEVELS
FOR PART-TIME AND FULL-TIME EMPLOYEES
1975-1981



and other. It should be noted that professional is used in this sense in this report. Part-timers have made the greatest gains in the professional and administrative job categories.

The number of part-time staff in the professional category increased, reflecting the increase in part-time librarians and gains made in other job series, such as 101, social science. The growing number of part-timers in the administrative category, on the other hand, reflects a wider variety of job series in which there are part-time opportunities, rather than an increase in the number of part-timers in a particular series. For example, in 1975 part-timers were represented in only three job series in the administrative category, but by 1981, they held positions in seven series.

During the same period, the number of part-timer staff in the technical category declined, primarily as a result of the decrease in library technicians. The number of part-time jobs in clerical series increased from 14 to 20 staff members.

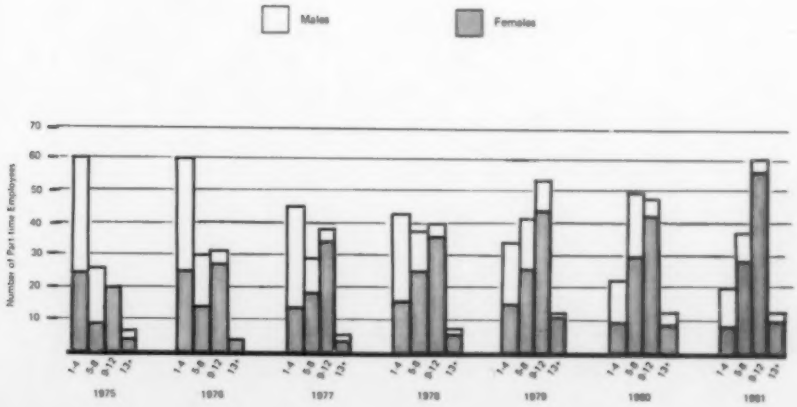
Departmental Distribution of Part-Time Staff

Permanent part-time staff members are concentrated in Processing Services, Research Services, and the Congressional Research Service, three of the largest departments of the Library. In 1981, 39 part-timers worked for Research Services, 34 for Processing Services, 31 for CRS, 15 for the Copyright Office, 12 for the Office of the Associate Librarian for Management, four for the Office of the Associate Librarian for National Programs, and three for the Law Library.

Because of the Library reorganization in 1978, consistent data for part-time staff by department is not available for the seven-year period, with the

FIGURE 4

DISTRIBUTION OF PART-TIME STAFF, BY GRADE GROUP AND BY SEX

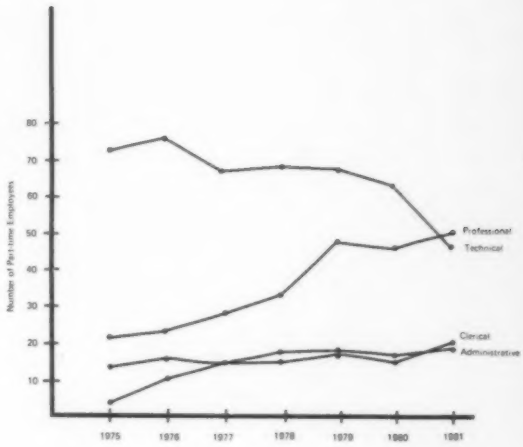


exception of the Law Library, Copyright Office, and Congressional Research Service, which were mainly unaffected by the realignment. Among these three departments, the Congressional Research Service increased its number of part-timers from 12 in 1975 to 31 in 1981, a 160 percent hike; the Copyright Office maintained its number of part-timers at about an even level, starting with 13 in 1975 and ending with 15 in 1981; and the Law Library reduced its number of part-timers, from six in 1975 to three in 1981, with fluctuations during the period.

During the last four years, the Office of the Associate Librarian for Management has increased its number of part-timers from nine in 1978 to 12 1981; the Office of the Associate Librarian for National Programs increased from three in 1978 to four in 1981; Processing Services increased from 31 in 1978 to 34 in 1981; and Research Services decreased from 48 part-time jobs in 1978 to 39 in 1981.

FIGURE 5

NUMBER OF PART-TIME EMPLOYEES, BY PATCO CATEGORY
1975-1981



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